Joint Personnel Records Imaging Group Fall 2003 Conference

Mr. Jim Riggs
PERMS *Program Mana*
28 - 29 October 2003

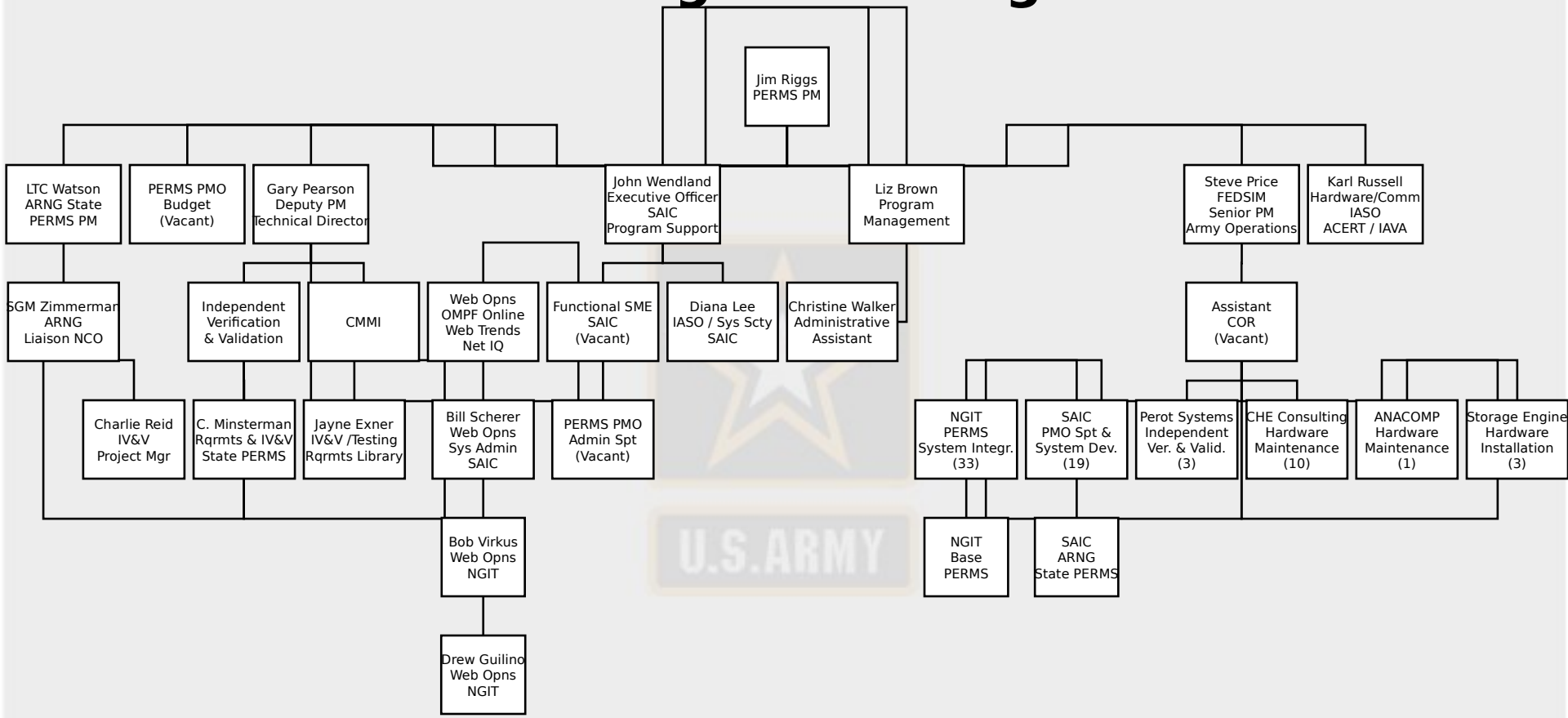
Agenda

- **PERMS**
- **ARNG State PERMS**
- ***iPERMS***

PERMS Mission Statement

- To support the Army's military personnel records management mission in:
  - War, mobilization, and peace
  - As required by Title 10, U.S. Code (Armed Forces)
  - As required by Title 44, U.S. Code (Records Management by Federal Agencies).

PERMS Program Management

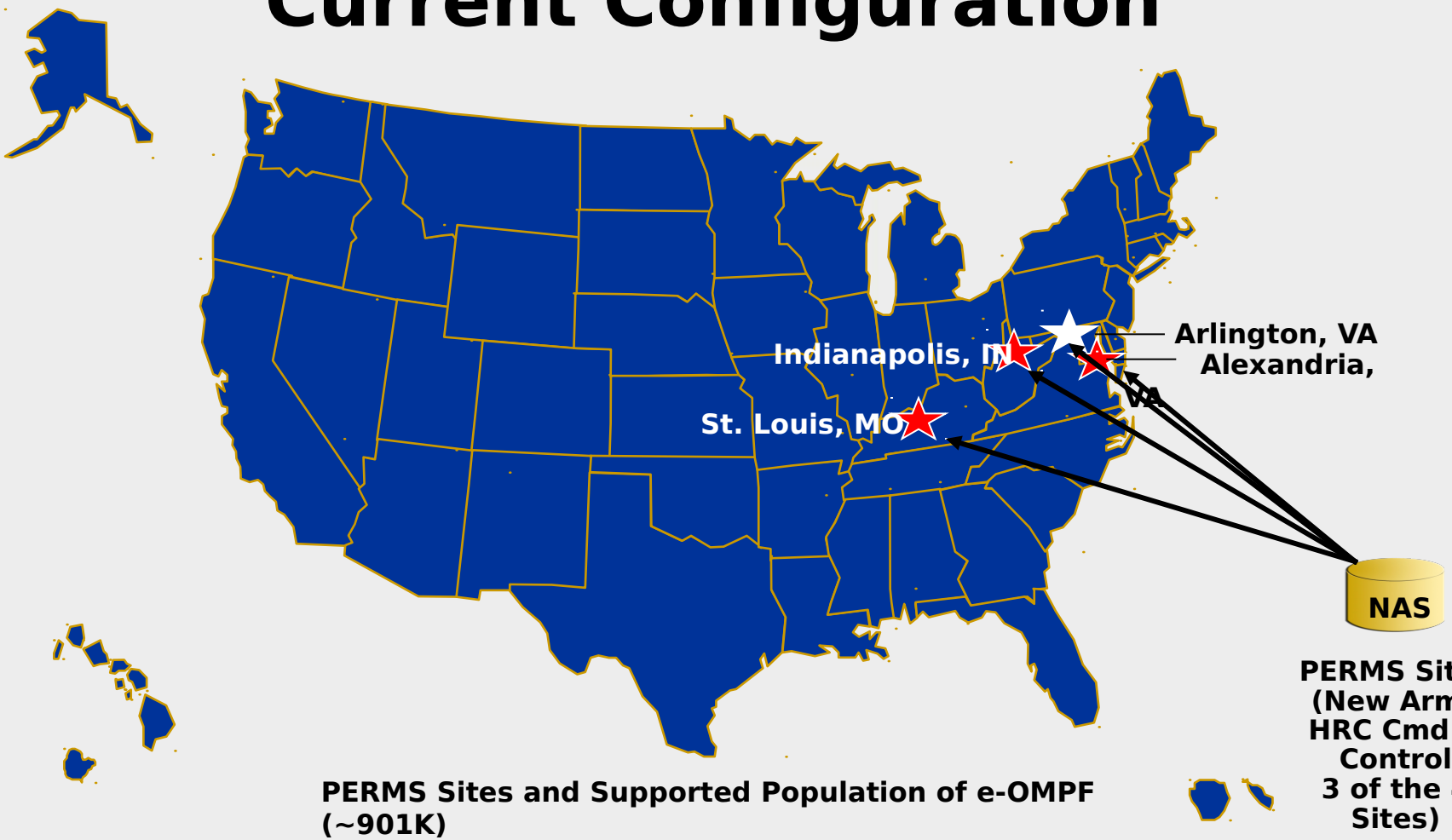


PERMS Gov't……..6
Industry Partners…69
Total Personnel…….75

PERMS – The Past Six Months

- OMPF Online - Feature Updates
  - Document print capability for Soldiers
  - “Save As” capability for Army Human Resource/Career Managers
- e-Input (Field-to-File)
  - Electronic input to all sites via Digital Sender, Email, and Fax (less St. Louis)
- ARNG State PERMS
  - User Training conducted in support of State PERMS Deployment Plan
    - Conducted at Columbia, MD and Colorado Springs, CO (35 of 55 sites)
  - Deployment
    - Watermark Data Migration Completed (SC, OH, & MN)
    - HQ NGB and Six (6) States Fielded (CO, SC, OH, MN, TX, & HI)
- U.S. Army Human Resources Command – Activated 2 October 2003
  - **HRC - Alexandria** (formerly U.S. Total Army Personnel Command)
  - **HRC - Indianapolis** (formerly Enlisted Records & Evaluation Center)
  - **HRC - St. Louis** (formerly Army Reserve Personnel Command)
  - **Partnership with Army National Guard, Arlington, VA**

PERMS Records Centers Current Configuration



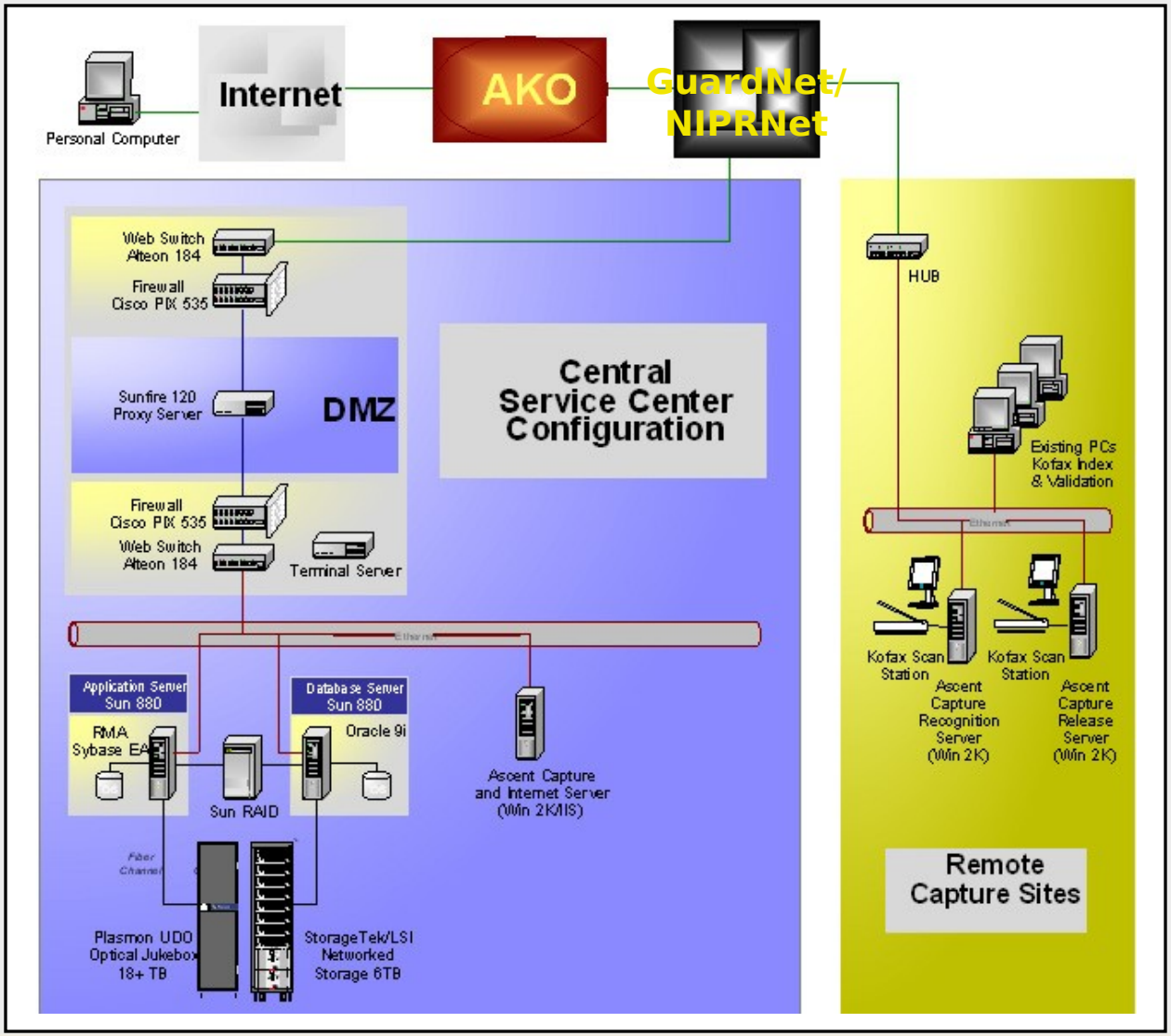
PERMS Sites and Supported Population of e-OMPF (~901K)

- **Arlington, VA - ARNGRC (ARNG Officers) ~ 38K (4%)**
- **Alexandria, VA - PERSCOM (AD Officers) ~ 76K (8%)**
- **Indianapolis, IN - EREC (AD Enlisted Soldiers) ~ 401K (45%)**
- **St. Louis, MO - AR-PERSCOM (USAR Soldiers) ~ 386K (43%)**

ARNG State PERMS

- **Goal:** Complete implementation of PERMS to the states and U.S. territories by end of CY04 to support all ARNG enlisted Soldiers with an electronic Official Military Personnel File
- **Objective:** A DoD 5015.2-STD–Compliant Record Management System
  - Utilizing commercial off-the-shelf software that implements
    - Electronic document input capability for field users
    - User authentication via Army Knowledge Online (AKO)
    - Defined authorized user access rules that support the Army's HR community, commanders, and Soldiers
    - OMPF record/document access controls and audits
    - Federal record/document retention and disposition schedules
- **Strategy:** Migrate ARNG officer OMPF from legacy PERMS to State PERMS and field the new system to the 54 states and territories over an 18-month timeline

State PERMS Architecture



iPERMS Vision

- The next generation of PERMS that leverages ARNG State PERMS to support the fielding of an Interactive PERMS (*iPERMS*) to all components of the Army, utilizing current (Army) and future (DoD) personnel databases to support personnel records management using an industry-proven, dual personnel record center architecture.

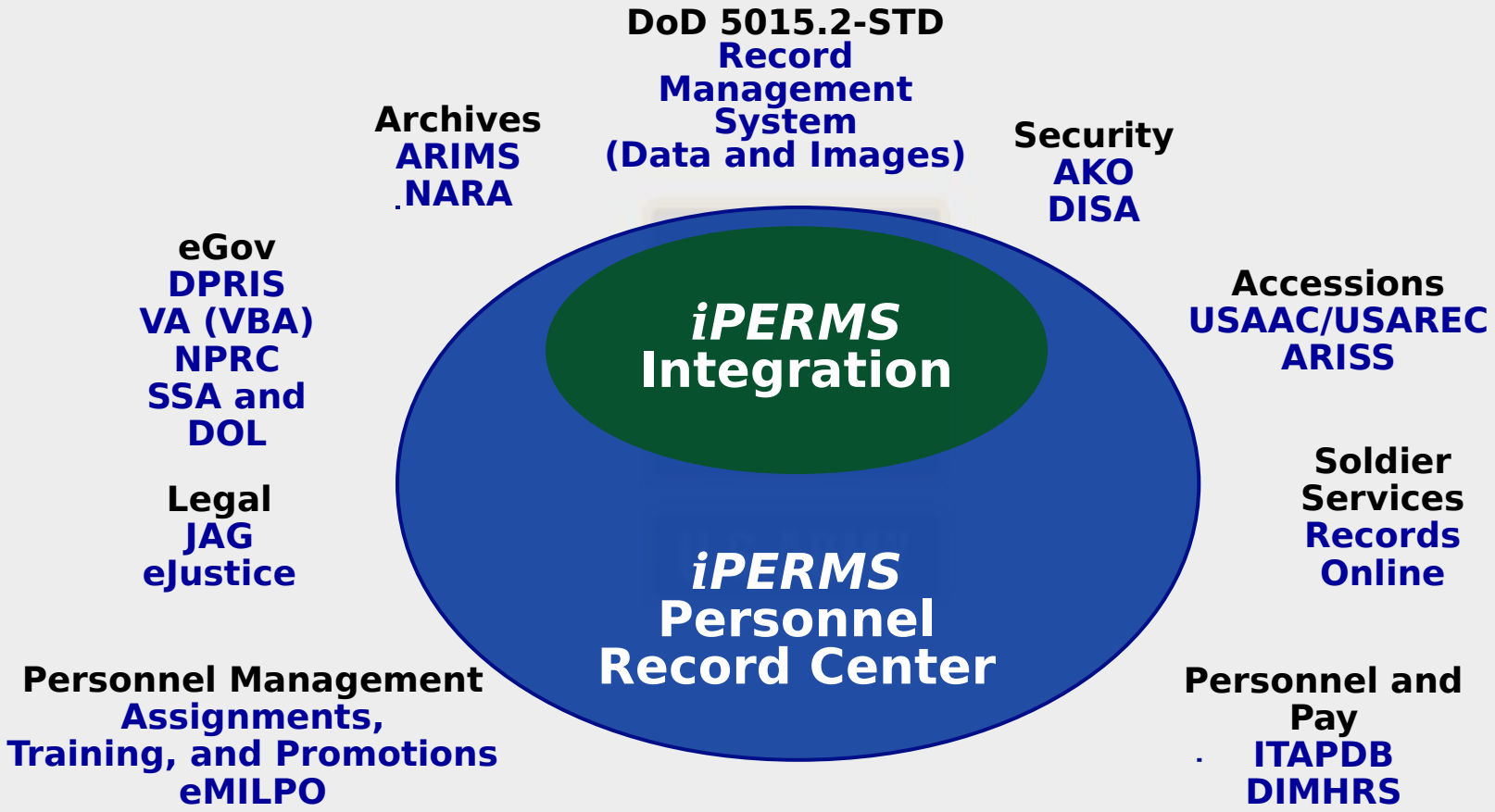
iPERMS Mission Statement

- A comprehensive, coordinated, and sustained effort supporting the Army's Personnel Transformation that migrates PERMS to a web-based environment and offers the Army human resources (HR) community, commanders, and Soldiers online personnel record access and electronic document input capability.

iPERMS Functional Themes

- Support Army personnel transformation
- Requirements and business process improvement will be elicited based upon close work with the PERMS Functional Subcommittee
- Functional requirements will drive technical solutions
- Provide interactive service to the Army HR community, commanders, and Soldiers
- Disaster recovery capability to support Continuity
of Operations Planning (COOP)

iPERMS Environment



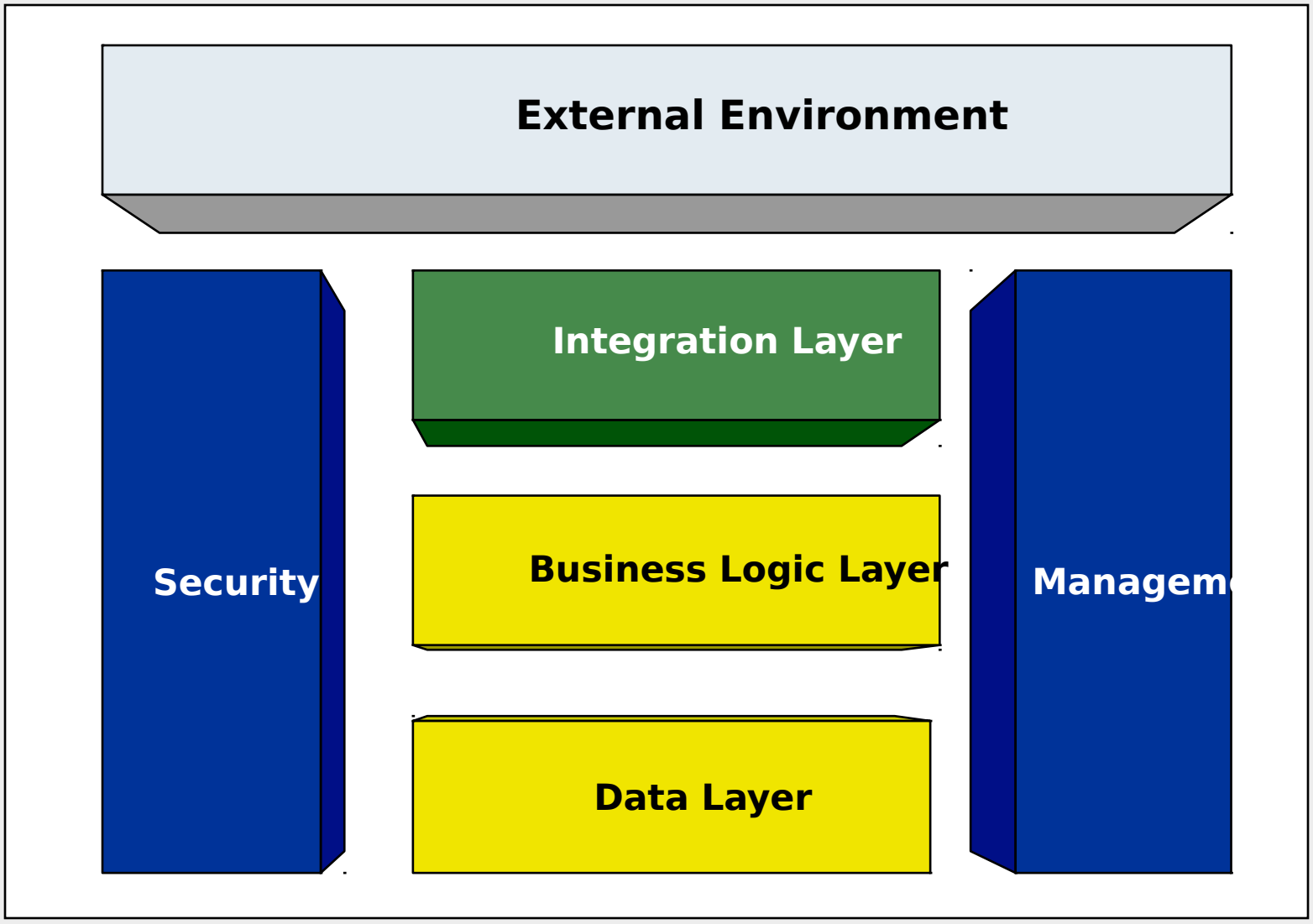
The *iPERMS* Application Federation includes:

- **Shared Processes (e.g. notifications)**
- **Shared Security Domain**
- **Shared Services**

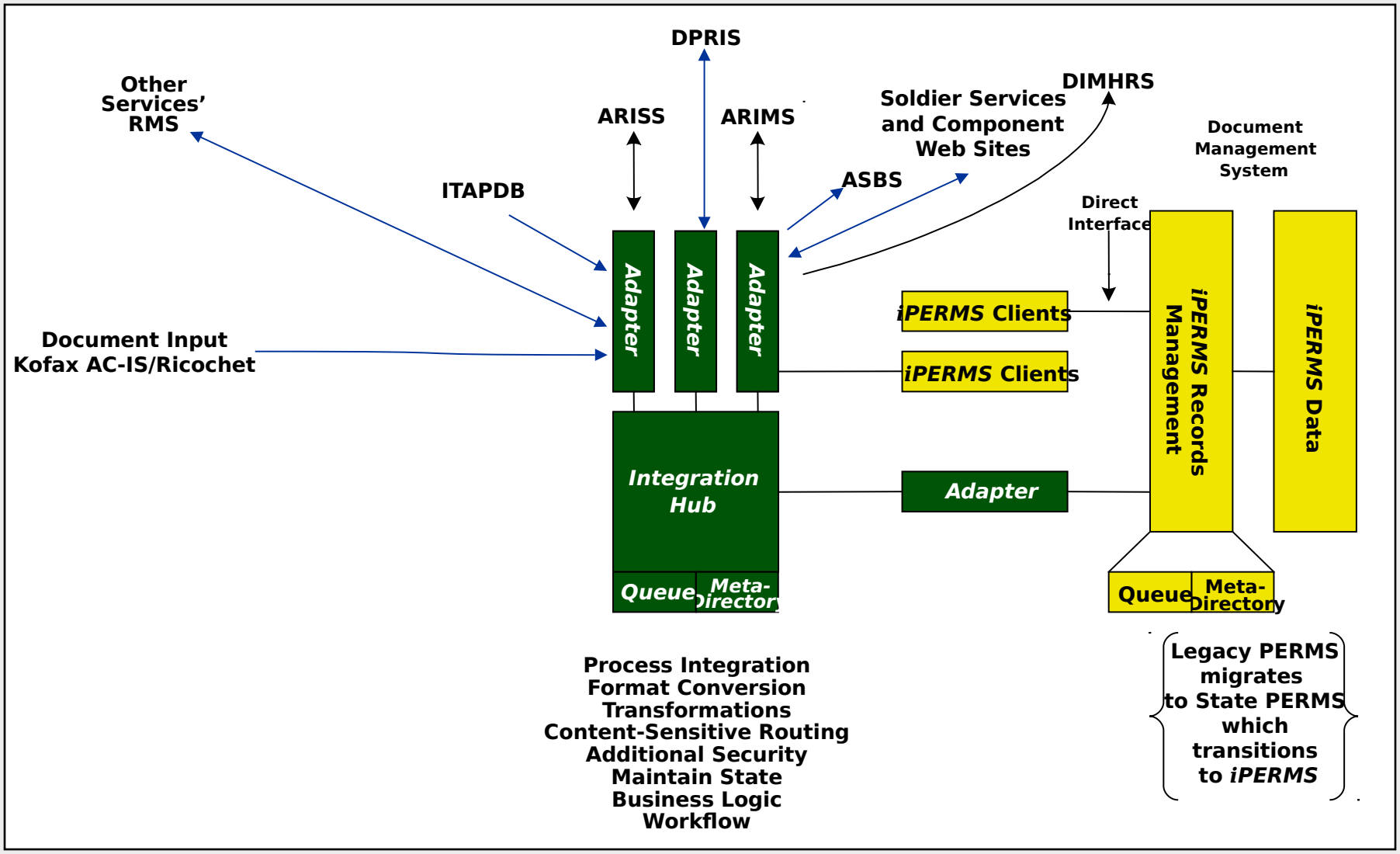
iPERMS Objectives

- Compliant with functional and technical standards
- Standard interfaces for corporate applications
- Adaptable to meet evolving requirements, including short-term, rapid-reaction situations (e.g., mobilization)
- Flexible to meet changes in organizational structure and business processes
- Easily scalable to accommodate increasing load
- Designed to facilitate changes in technology

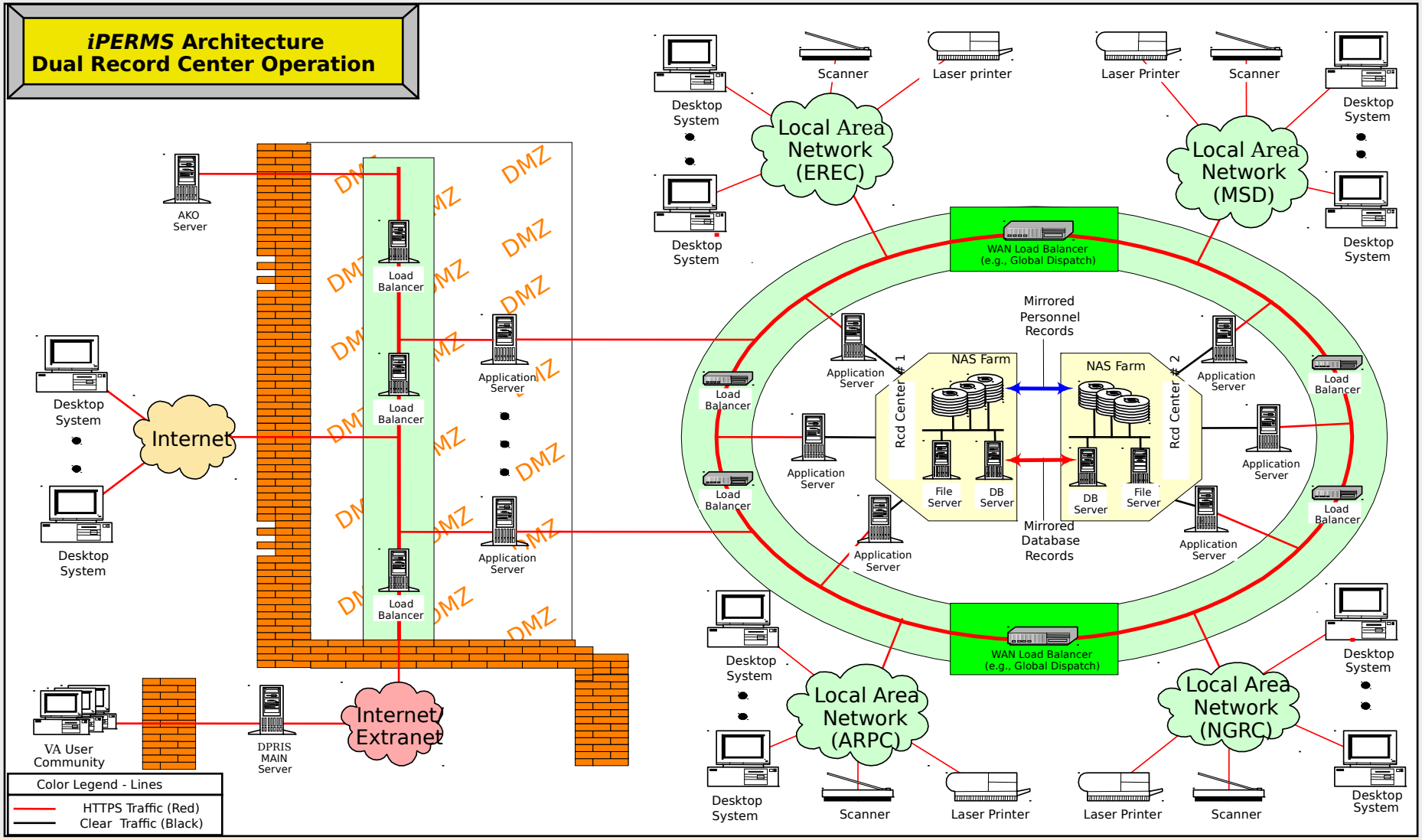
iPERMS Notional Architecture



iPERMS Architecture



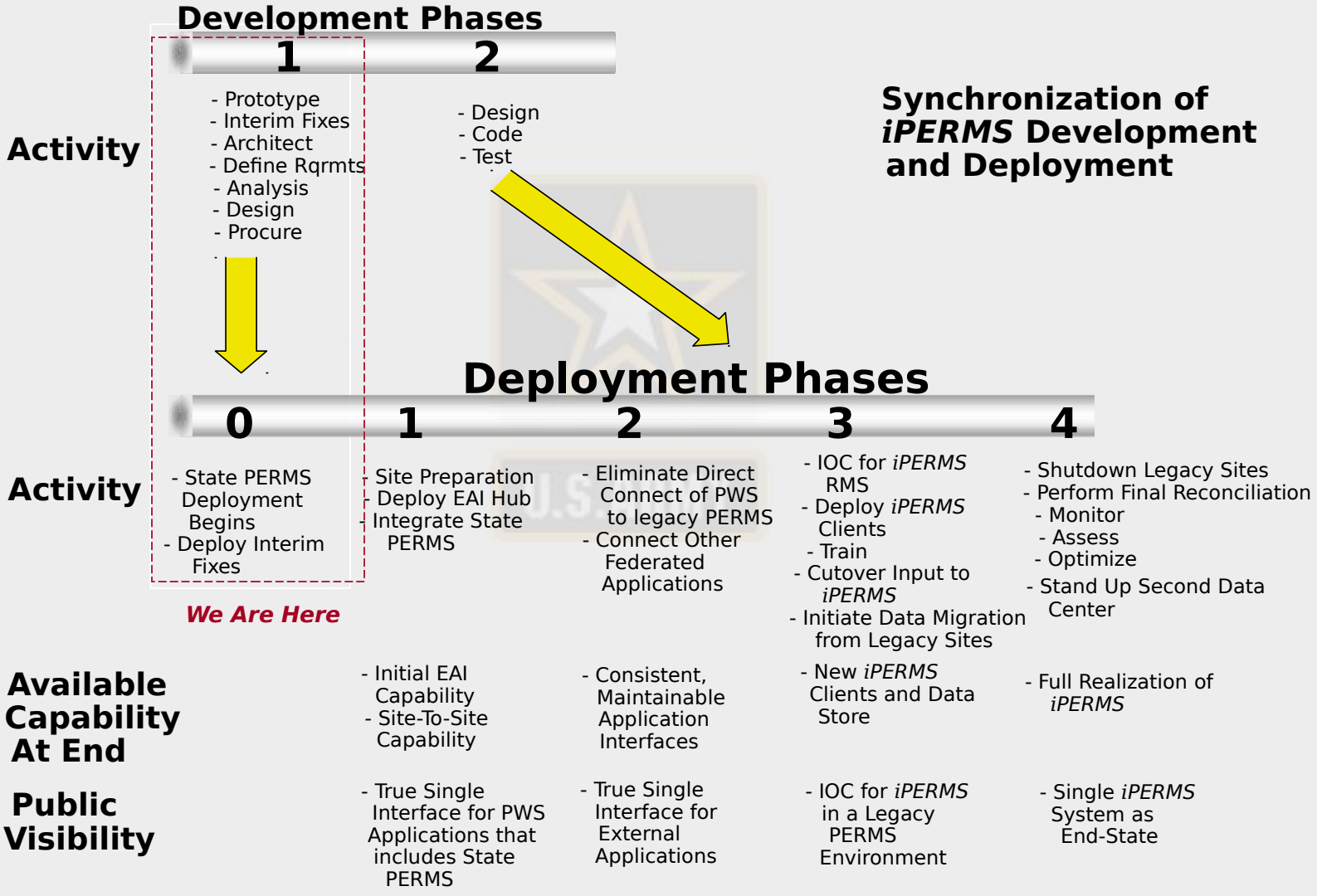
iPERMS Objective Architecture



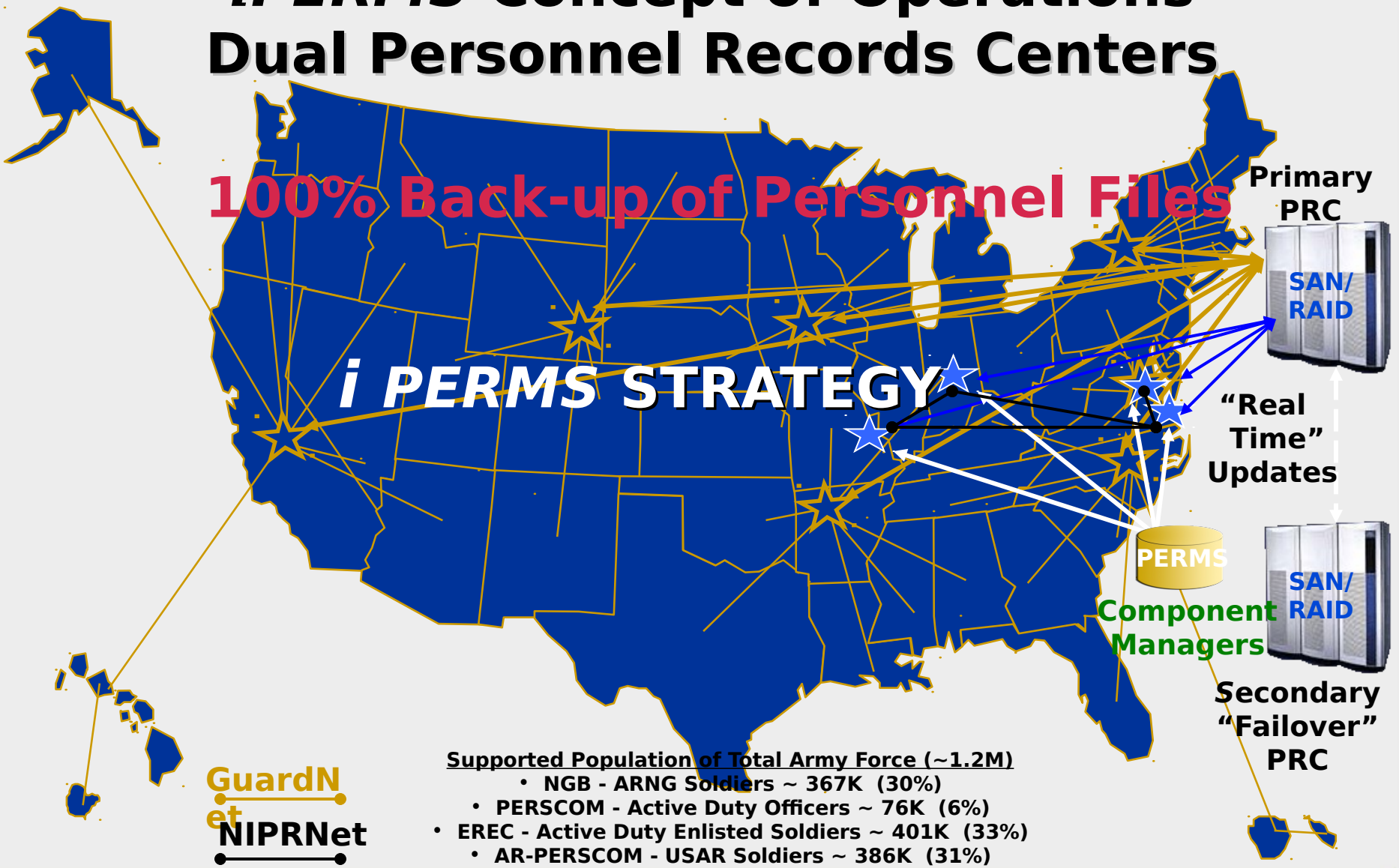
iPERMS Implementation Phases and Elements

- Development
  - Analyze functional requirements
  - Analyze technical and integration requirements
  - Assess State PERMS implementation
  - Design
  - Procure
  - Construct
  - Test
- Deployment
  - Site installation
  - Support parallel operations
  - Test
  - Train
  - Step-wise migrate data and cut-over operations
  - Assess *iPERMS* operations

iPERMS Development



iPERMS Concept of Operations
Dual Personnel Records Centers



Supported Population of Total Army Force (~1.2M)

- NGB - ARNG Soldiers ~ 367K (30%)
- PERSCOM - Active Duty Officers ~ 76K (6%)
- EREC - Active Duty Enlisted Soldiers ~ 401K (33%)
- AR-PERSCOM - USAR Soldiers ~ 386K (31%)

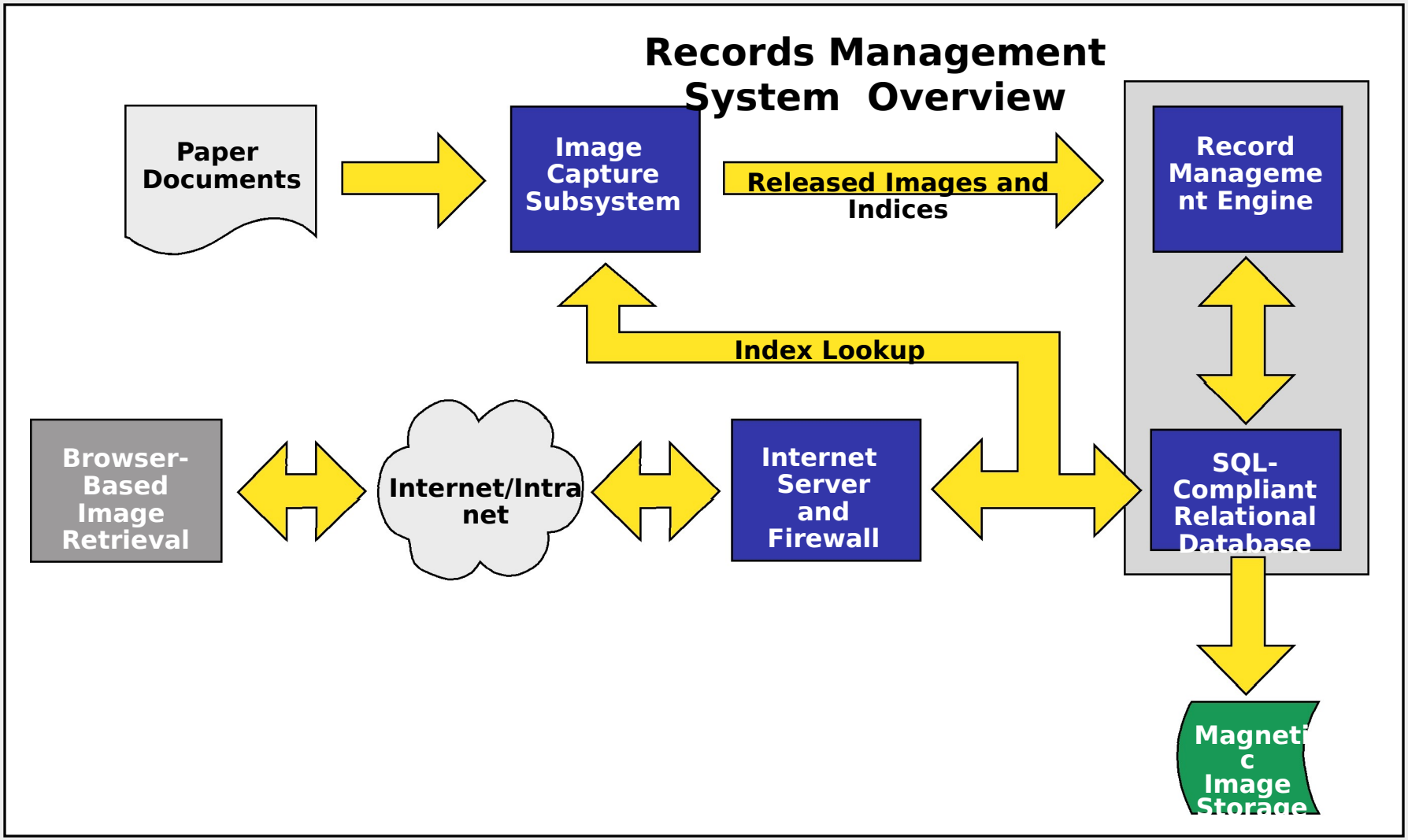
iPERMS Security

- AKO will be the basis for user authentication and the single point of entry for the Army HR community, commanders, and Soldiers
  - New users are validated before being allowed to enter the system
  - Additional attributes affecting authorized access will be stored locally
- SSL (Secure Sockets Layer) will be the basis for data encryption
- LDAP (Lightweight Directory Access Protocol) and Web Services (WS) Security will be the vehicles for exchanging authentication and authorization data

iPERMS Web Services

- Reduced maintenance and integration effort
  - Decoupling of parts of application allows easier replacement of subsystems when needed
- Simpler, cheaper, faster response to integrating new systems and customers
  - Standards-based communication facilitates connecting applications
- The IT industry is moving in this direction, with no competing alternate approaches
  - WS are flexible and less expensive to build, maintain, and add new functions, as required

iPERMS Business Logic



iPERMS Records Management System

- A DoD 5015.2-STD–compliant record management system (RMS)
- Database containing a list of individual Soldiers known by Social Security Number (SSN) and name (last, first, middle, and suffix)
- The RMS may be divided into domains by component (i.e., Active, Guard, Reserve) and organization (e.g., MACOM, STARC, Division, Installation, Unit)
  - HR (domain) manager (e.g., AG, G1, MILPO, PSC, S1)
    - Defines authorized user access roles and rules
    - Controls record/document access parameters
    - Monitors personnel record management reports
- Personnel record anomalies/inquiries tracked by assigned case numbers
  - The HR (domain) manager is alerted when a case is created
  - Initiator of inquiry is advised when case is resolved/closed

iPERMS Records Management System

- Documents can be in any electronic format (e.g., TIFF, JPEG, eForms, PDF, etc.)
- Electronic audits are provided beginning with the document input process and every time a document/record is accessed
- The attributes maintained in the RMS for each document include:
  - Military record type (e.g., OMPF, MPRJ, etc.)
  - Section (service, performance, restricted, etc.)
  - Record/document retention and disposition instructions
- Record/document retention periods are configurable
- Disposition of a record/document is automatically managed over its life cycle (e.g., active, inactive, archive)

PERMS – The Next Six Months

- Electronic Record File Transfer Protocol
  - Legacy PERMS Site-to-Site
  - Legacy PERMS - State PERMS Transfer
- Official Photograph Stored in PERMS
  - Viewable via Soldier & HR Community Online Applications
- ARNG State PERMS
  - Continue User Training in support of State PERMS Deployment Plan
  - Deployment Schedule: Thru May 2004
    - 48 Locations Remaining - Seven (7) Per Month
- ***i****PERMS* System Specifications - Work Flow Analysis Team
  - *iPERMS* CONOPS document with work flow descriptions
  - “Fit Gap” Analysis and Requirements (Legacy / State PERMS)
  - *iPERMS* System Requirements Specification

iPERMS

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